

Work Incentive Narrative Report

Grantee Name: NAPA COUNTY

Date Submitted	1/20/2005	Grant No.	WI132370360	Report Period	12/31/2004
Grant Status	<p>Goal 2.A.1: Create opportunities for all NBEC partners to develop comprehensive understanding of emerging disabilities policy. Status: Navigators continue to attend quarterly regional and state level trainings and meetings. Presentations include updated information from SSA, WIA, EDD, Society for Human Resource Management, Medicaid, and Interwork Institute. NBEC Staff continues to provide policy updates to Navigators, Mayor's Committees and WIBs. Navigators continue to share back with staff and partners. One Stop staff and partners continue to receive training and support in working with business, employers and customers and are given policy and best practices updates. Youth Council, Independent Living Program and transportation/para-transit agencies received trainings from the Navigators to promote disability awareness and services available at the One-Stop.</p> <p>Goal 2.A.2: Address and resolve critical facility issues that create barriers to access as uncovered by the DOR site evaluations and through the self-assessment using the checklist from ODEP. Status: There has been continuing progress, regionally, in the installation of assistive technology (AT), software, and access supports. Sites have been using the DOR Disability Access Section for such items as single page instruction sheet for the TTY phone. A DVD player for the alternative medium of a closed-captioned video for the Orientation to the One Stop has been installed. The use of Universal Access Workgroup (UAG), consumers and Mystery Shoppers provides ongoing evaluation for the needs of the One Stops. The Employment Training Network has provided training time for software applications through Access Ingenuity. A revision of needs in AT and software were identified at a One Stop and plans are in place to provide the changes. One Stop staff and partners will continue to receive appropriate trainings to assist customers with AT and software. The redesign of one Resource Center will reflect identified access issues. The Navigator was able to be part of the team developing the plan for the redesign. The website for one county now has an enlarger button for all of its website pages. One county is incorporating a resources and services for people with disabilities into an established HHS website. Work on this by the Navigator has lead to the issues of accessible websites and plans have been forwarded to appropriate administrators to support the suggested changes. Signage changes include prominently display menu of service outside the resource center (RC) with Braille, hearing impaired, blind and wheelchair symbols to greet customers. You may be eligible for additional services & signs in English and Spanish have been placed in the RCs, training rooms, case-workers offices and hallways. A One Stop has added a Web Site Disability Page script that automatically links to, and will open Disability Resources on another web site.</p> <p>Goal 2.B.2: Establish a Universal Access Workgroup to eliminate physical, cultural and programmatic barriers to service Status: Universal Access Workgroups (UAG) continues to meet regularly and is supporting assistive technology choices and program barriers. Resource Centers exhibit the results of these efforts. UAG groups continue acting as a training development service and coordinator of trainings and events for local areas. A request form for reasonable accommodations is being used regionally. One county continues to use the UAG to work with Community Collaboration Network to establish wider community understanding and a unifying purpose for all who work with PWD. Referrals to Navigator and One-Stop have increased as a result of these efforts.</p> <p>Goal 2.D: Promote a continuum of comprehensive services for people with disabilities, including supportive services, benefit counseling and independent living</p>				

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	skills. Status: On-going prog
Grant Status Continue	<p>ress with trainings and support services are being offered by the Navigators. The modules on mobility and psychiatric impairments of Legacy and Windmills trainings were offered and attended in accordance with staff development plan available on NBEC website. Disability Employment Law, SSA web site training, and SSI/SSDI trainings were also provided this quarter. Two windmills segments were presented to staff at Community resources for Independence and will be presented to the Youth Council and LWIB.Goal 2.D.1: Promote and support core competency and expertise in employment and training staff serving people with disabilities. Status: In accordance with NBEC training plan Navigator s and resource people continue awareness and customer service trainings for One-Stop staff. Personnel turn over and support for integration of information in daily work performance of caseworkers and other staff have required this level of training effort. A One Stop has created a policy change in the WIS staff performance evaluations now include knowledge of accessibility resources and interview skills when working with PWD. All Staff meetings have presentations from Navigators on resources and supports for PWD like At your Service, YES! Your Employment Selections, Micro Enterprise and customized employment, and the hidden disabilities. It has been effective to provide follow-up mini-trainings to units within the One Stop and partner groups. Website resources have been provided to all staff and partners. The customer workshops, like Work Force Now, will begin with a small scripted speech regarding accommodations and supports for PWD. In Solano County the University of California, Davis sent the Human Resource Disability Specialist to meet with the Navigator to share ideas on assistive technology, innovative ideas with staff training for increased disability awareness, websites, and resources. UCD became aware of the services of the One Stop and the One Stop benefited from training resources and AT supports.Goal 2.D.3: Create a Disabilities Program Navigator positionStatus: Done. Goal 2.D.4: Create a Resource Manual Status: Resource Manual/Directory work continues. The need for current information remains a challenge in maintaining the documents. Regional efforts at sharing information developed locally for websites is shared at meetings. Staff availability for maintaining the site and cost are often discussed as limitations. Web accessibility issues are being addressed through enlargement buttons and AT supports in the Resource Centers.Goal 2.D.5: Create a continuum of services for youth with disabilities transitioning to employment from school. Status: Youth pages on local One-Stop websites are being expanded for youth with disabilities. A Job Club for youth continues to use the Navigator to provide resources and accommodation supports for their curriculum. Transition issues and planning, life skills, and rights and responsibilities upon becoming 18 have been a focus. A simplified resume was researched and is being used on line for YWD. Agencies, UAGs, Compass groups, partners and One-Stop staff are being provided with on-going training to become more aware of the issues, barriers, and legal constraints that confront youth with disabilities. Community College outreach to Work Adjustment Class students, WorkAbility III students, and Special Education Local Plan area staff have been completed.</p>

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Obstacles	Obstacles/Barriers to Grant Implementation, if applicable: The requirement of multiple application forms and reporting requirements not always being of mutual interest needs to be addressed. Mutually accepted Release of Information form needs support.
Obstacles Continue	
Sign Accomp	Other Significant Accomplishments: The level and variety of materials available for people with disabilities, One-Stops staff and partners and employers in the Resource Centers has greatly increased.
Sign Accomp Continue	
Short Term	<p>Goal 1.C.3: Give stories to local media regarding success/best practices of people with disabilities in the workforce. Status: Activities that were held in conjunction with the local Mayor s Committee events for the October Disability Awareness month received regional news coverage. A One Stop hosted an Open House at their site and presented annual best practices awards to employers and agencies. The local Employer Advisory Council, the LWIB, EDD, DOR and private businesses sponsored and advertised the event. News features were published and included information about a special partnership between One Stop, agency and a computer training company. Business Briefs for some of the counties featured informational items about work experiences using One Stop trained customers. The regional effort to provide a brochure for employers to assist marketing, employer development and disability awareness has been completed. A similar brochure has been developed for people with disabilities and is currently being translated into Spanish. Goal 2.E.1: Create a communication system (email, list serve, etc.) for local events, news, legislation, other information for all stakeholders Status: On going efforts to maintain and refine systems are being made. The distribution of Newsletters, Compass minutes, and resource sharing are linking stakeholders. Goal 2.E.2: Create comparative reports on service levels and types of service for people with disabilities at the One Stops. Status: In progress Goal 3.A.2: Develop educational materials on the value of diversity, ADA compliance, reasonable accommodation information and resources available to employer target H.R. managers. Status: Presentations continue to HR groups and other non-profit agencies. Materials were provided to a local Non-Profit Fair and the Navigator was able to follow-up with interested Non-Profit groups. Regional marketing brochures and resource guides with local information have been printed and continue to be used with employers and customers. NBEC continues to provide appropriate materials. Navigators who attended EO and Sec. 188 training continue with activities at their One Stops that supports the activities in their action plans, development of curriculum, signage and are supporting accessible issues at One-Stops. Goal 3.C.: Develop a coordinated employer program that offers services based on employer needs. Status: Employer surveys have been conducted. Working with this information the One Stops are designing, in cooperation with Business Leadership Network, Business Resource Collaboration and Chamber of Commerce committees informational sheets, trainings and presentations. One Navigator continues to work</p>

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	<p>directly with the WIB on a mutually agreed upon project to support services to PWD. A question of how to engage employers to be an Employment Network continues to be a topic of discussion. One project is working closely with the Small Business Development Group to provide services to PWD. That linkage has resulted in workshops that integrated information on disability issues into the already established Wake Up Your Business Wednesdays, Customer Service Academy, and programs for those PWD who are interested in starting a micro-enterprise. Goal 3.C.3: Create a job developer network to share job leads and information for people with disabilities. Status: On-going efforts. Goal 3.C.4 Link with economic development, chambers of commerce and key professional associations for leads and consistent contact. Status: On going and in progress. Chamber of Commerce and key professional associations continue to be contacted. The newly developed Business Resource Collaborative is composed of four agencies: an economic development corporation, an adult school, a small business development center and a One-Stop. The Navigator has been able to provide information for s</p>
Short Term Continue	<p>urveys, brochures, and trainings that will add disability awareness and information to support the BRC mission for growth, education of employees and business owners, retention of businesses and help to provide a strong and healthy business environment.</p>
Outst Questions	<p>Outstanding Questions How will IDEA reauthorization and its impact on youth with disabilities served at One-Stops be addressed? This will include the youth, agencies, partners, and One Stop staff.</p>
Outst Questions Continue	